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DEPARTMENT OF LABOUR GOVERNMENT OF SIKKIM GANGTOK

No. 10/DL

Dated: 01/07/2017

NOTIFICATION

Whereas the State Government proposes to revise the existing Minimum rate of Wages as per its policy decision adopted in the year 2014 by revising the rates of Wages by enhancing the same to the categories of Un-skilled, Semi-Skilled, Skilled and Highly-Skilled Workers at the rate fixed accordingly in Table-1 in the following Scheduled employments namely, "(1) Automobiles Engineering Works, (2) Bakeries & Confectioneries, (3) Construction or Maintenance of roads & Buildings, (4) Construction of projects including Dams, Tunnels, Hydro-Electric and other multi purpose, (5) Dairy, Poultry and Animal Husbandry farming, (6) Casual contingency employees engaged by Government, Semi-Government, Public Sectors and Private Sectors, (7) Distilleries and Breweries, (8) Electronic Industries, (9) Handloom Industries, (10) Hotels, Restaurants, Eating Houses/Tea Shops, (11) Printing Press, (12) Shops & Commercial Establishments, (13) Tours & Travel Agencies, (14) Cinema and Video Halls, Cable Operators, (15) Wood Works, Carpentry and Masonry, (16) Tea Plantation, (17) Private Transportation, (18) grill Industries, (19) Tyre and Trading Industries, (20) Ferro Alloys Industries, (21) Engineering Industries, (22) Forest and Timbering Industries, (23) Leather Industries, (24) Paper & Pulp Industries, (25) Stone breaking and crushing, (26) Security Guards.

NOW THEREFORE, in exercise of powers conferred by clause (b) of sub-section (1) of Section 5 of the Minimum Wages Act, 1948 (11 of 1948), the State Government hereby publishes its proposal for the information of persons likely to be affected thereby, inviting their suggestions, objections, views and comments within sixty (60) days from the date of publication of this Notification in the Official Gazette.

Table I

Category of workers	Existing Rates Of daily Wages	Proposed Rates of Daily Wages
1	2	3
Unskilled	Rs.220/-	Rs.300/-
Semi-skilled	Rs.242/-	Rs.320/-
Skilled	Rs.275/-	Rs.335/-
Highly-skilled	Rs.319/-	Rs.365/-

- 1. The revised rates are inclusive of Dearness Allowance, but exclusive of other concessions, if any, enjoyed by the employees.
- 2. The rates of daily wages of workers at various altitudes shall be as under:-
 - (a) Upto 8000 ft altitude Worker shall be paid normal wages
 (b) From 8001 ft to 12000 ft Workers shall be paid 50% more than the normal wage.
 (c) From 12001 ft to 16000 ft Workers shall be paid 75% more than the normal wage.
 - (d) From 16001 ft & above Workers shall be paid double the normal wage.
- 3. If a worker works without being absent during the period of 6(six) days consecutively in a week, he/she shall be given one paid holiday on either Sunday or any other Haat day.
- 4. No worker shall be required to work for more than nine hours in a day with break of one hour.
- 5. No person below the age of 14 (fourteen) years shall be employed in any work.
- 6. There will be no difference between wages for male and female workers.
- 7. Where a worker works for more than 8 hours in any day or more than forty eight hours in any week, he/she shall in respect of overtime work, be entitled to wages at the rate of twice his/her ordinary rate of wages.
- 8. The minimum rates of wages are applicable to workers employed by contractors as well as workers engaged in private masonry works like house building also.
- If any question arises as to what particular work is Highly Skilled, Skilled, Semi-skilled or Un-Skilled, it may be referred to the Labour Department, Government of Sikkim, whose decision shall be final.
- 10. These rates shall be effective from the date of Notification.

Categories of Workers

- 1. Un-Skilled Workers:
- 1. Chowkidar (Watchman)
- 2. Peon
- 3. Sweeper (Safaikarmachari)
- 4. Server
- Waiter
- 6. Cleaner
- 7. Ordinary worker
- 8. Packer
- 9. Helpers
- 10. Office boy
- 11. Nursery watcher
- 12. Earth excavator
- 13. Earth digger
- 14. Mali
- 15. Khalasi
- 16. Shop assistant
- 17. Weigh man
- 18. Service boy
- 19. Water boy
- 20. Air boy
- 21. Jali workers(Cement Concrete pipes)
- 22. Assistant pipe fitter
- 23. Bull caretaker
- 24. Boar caretaker
- 25. Cook
- 26. Dog catcher
- 27. Dresser
- 28. Dairy care taker
- 29. Egg recorder
- 30. Field worker
- 31. Grass cutter
- 32. Helper (Operator machineries)
- 33. Helper (fitter operator)
- 34. Horse Attendant
- 35. Kion-Yeer
- 36. Laboratory boy
- 37. Line Assistant
- 38. Milk Carrier
- 39. Patrol man
- 40. Poultry caretaker
- 41. Power house cleaner/Oil man
- 42. Room attendant
- 43. Hospital/Dispensary Attendant
- 44. Yak attendant
- 45. Mule attendant
- 46. Pony attendant
- 47. Driver (Donkey, Mule, horse, yak, ponies etc)

- 48. Zoo keeper Grade IV
- 49. Worker Grade IV of Directorate of Handicrafts & Handlooms
- 50. Security Guard(Without experience)
- 51. Any other category by whatever name called which are of an un-skilled nature.

2. Semi-Skilled

- 1. Assistant fitter (Mechanic)
- 2. Assistant black smith
- 3. Assistant gold smith
- 4. Assistant welder
- 5. Assistant painter
- 6. Hammer man
- 7. Assistant baker
- 8. Head Attendant (Handloom Industries)
- 9. Coal man
- 10. Pump man
- 11. Polisher
- 12. Gate keeper
- 13. Booking Assistant
- 14. Machine Labour
- 15. Earth breaker
- 16. Rock excavator
- 17. Hole driller
- 18. Spray man
- 19. Stone breaker
- 20. Conductor
- 21. Booking clerk
- 22. Ticket checker
- 23. Time keeper
- 24. Store keeper
- 25. Switch man
- 26. Duplicating machine operator
- 27. Sales man
- 28. Assistant pipe manufacturer
- 29. Press man (Metallic)
- 30. Castingwala (Metallic)
- 31. Cutter (Metallic)
- 32. Circle cutter (Metallic)
- 33. Assistant Mistry (Motor body building)
- 34. Puncture fitter
- 35. Tyre and tube mistry
- 36. Assistant line man
- 37. Assistant switch board operator
- 38. Assistant turbine operator
- 39. Bill distributor
- 40. Carpenter grade II
- 41. Carpenter Grade III
- 42. Compressor operator
- 43. Crane operator
- 44. Engine operator

- 45. Field assistant
- 46. Field enumerator
- 47. Filter operator
- 48. Fitter Grade II
- 49. Fodder builder
- 50. Librarian (without Diploma)
- 51. Lathe man
- 52. Line man
- 53. Mason Grade I
- 54. Mason Grade II
- 55. Meter reader-cum-bill clerk
- 56. Mechanic
- 57. Painter Grade II
- 58. Painter Grade III
- 59. Pipe fitter Grade I
- 60. Pipe Fitter Grade II
- 61. Revenue assistant
- 62. Rigger
- 63. Stone crusher operator
- 64. Supervisor
- 65. Switch yard attendant
- 66. Switch operator
- 67. Sub-station attendant
- 68. Senior assistant turbine operator
- 69. Tailor
- 70. Dhobi
- 71. Cobbler
- 72. Barber
- 73. Tractor helper
- 74. Turbine operator
- 75. Vibrator operator
- 76. Mixer operator
- 77. Junior weaver
- 78. Ordinary workers (underground works such as Mines, Tunnels, Dams etc)
- 79. Sikkim Herald Packer & Distributor
- 80. Zoo keeper Grade III
- 81. Worker Grade III of Directorate of Handicrafts and Handlooms.
- 82. Security Guard (Five years experience Class X Passed, Head Guard).
- 83. Any other categories by whatever name called which are of a semi-skilled nature.

3. Skilled:

- 1. Electrician
- Fitter Grade I
- Carpenter Grade I
- 4. Spray painter
- 5. Painter Grade I
- 6. Artist
- 7. Litho machine man
- 8. Litho press man

- 9. Radio man for offset machine
- 10. Flat machine man
- 11. Line operator
- 12. Mono operator
- 13. Composer Grade I
- 14. Head cook
- 15. Head baker
- 16. Quality controller
- 17. Cutter (tailoring)
- 18. Senior weaver
- 19. Turner
- 20. Moulder
- 21. Plant operator Masson
- 22. Mason class I
- 23. Machine man
- 24. Chemist
- 25. Chemical analyst
- 26. Blender
- 27. Foreman
- 28. Boiler attendant
- 29. Operator (cinema)
- 30. Air conditioner operator
- 31. Head Munshi
- 32. Cutter (timber)
- 33. Laboratory technician
- 34. Radiographer
- 35. Radio/T.V/Computer mechanic
- 36. Photo artist
- 37. Manager (petrol pump)
- 38. Technical supervisor
- 39. Head Mistry (R.C.C)
- 40. Compositor
- 41. Binder
- 42. Computer operator
- 43. Dancer/singer/musician
- 44. Kang-so-pa
- 45. Demand clerk
- 46. Draughtsman
- 47. Handmade paper worker
- 48. Lower divisional clerk/Typist
- 49. Librarian (with Diploma/Degree)
- 50. Light Vehicle driver
- 51. Senior pipe fitter
- 52. Tracer
- 53. Welder cum Denter
- 54. Semi skilled workers (underground works such as Mines, Tunnels, Dams etc)
- 55. Zoo keeper Grade II
- 56. Worker Grade II of Directorate of Handicrafts and Handloom
- 57. Security Guard (Eight years experience plus Class XII passed, Security Supervisor)
- 58. Any other categories by whatever name called which are of a skilled nature.

- 4. Highly Skilled
- 1. Heavy vehicle driver
- 2. Bull dozer operator/driver
- 3. Excavator operator/driver
- 4. Roller driver
- 5. J.C.B Driver
- 6. Plumber/Welder/Foreman/Electrician/Draughtsman/Computer Mechanic having I.T.I or any other Diploma Certificate.
- 7. Skilled workers (underground works such as Mines, Tunnels, Dams etc)
- 8. Zoo keeper Grade I
- 9. Workers Grade I of Directorate of Handicrafts and Handloom
- 10. Security Guard (8 years experience with minimum Graduation or Ex-Army in the Rank of JCO).
- 11. Any other categories by whatever name called which are of Highly Skilled Nature.

EXPLANATION:

Definition of categories:

- (a) Un-Skilled Work" means work which involves simple operation requiring little or no skill or experience on the job.
- (b) "Semi-Skilled Work" means work which involves some degree of skill or competence, acquired through experience on the job, and which is capable of being performed under the supervision or guidance of skilled employee and includes unskilled supervisory work.
- (c) "Skilled Work" means work which involves skill or competence acquired through experience on the job or through training as an apprentice in a Technical or Vocational Institute and the performance of which calls for initiative and judgment.
- (d) "Highly-Skilled Work" means work which calls for degree of perfection and competence in the performance of certain jobs including clerical work acquired through intensive technical or professional training or adequate work experience for certain reasonable period and also require an employee to assume full responsibility for his judgment/ decision involved in the execution of his job.

BY ORDER,

Dr. K.Jayakumar, I.A.S
Pr.Secretary
Department of Labour,
Government.of.Sikkim.
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